

## UNIFORM/WORK CLOTHING AGREEMENT

### 1. Introduction

The University of Wisconsin-Whitewater uniform agreement is established to accomplish the following objectives:

- A. Identify employees of the University, who by virtue of the work they perform, need to be recognizable to anyone who might question their presence at a certain location, or to anyone who needs assistance.
- B. Assist employees, and supervisors to understand clearly what constitutes acceptable workplace clothing, which in turn helps prevent disciplinary problems related to dress and appearance from occurring under Work Rule IV.H.
- C. Benefit employees, as they do not have to use personal funds to buy work clothes.

### 2. Applicability

The wearing of a prescribed University uniform is a condition of employment for Blue Collar and Technical employees in the following work areas: Custodial Services, Building Maintenance and Mechanical Maintenance.

Employees in the following work areas are not required to wear uniforms and do not receive a uniform allowance: Power Plant and Grounds.

### 3. Uniform

The prescribed uniform consists of dark blue, long or short work pants and dark or light blue long or short sleeve work shirt, or short sleeve polo shirt, or for female employees, a light or dark blue smock. Uniform shorts must be at least the uniform standard mid-thigh length or longer. Employees may wear a dark brown or black belt if they wish.

Employees may be required by their unit/office to wear a photo identification badge clipped to their work clothing in such a manner as to be visible to the public. These badges will be provided by the employer at no cost to the employee.

### 4. Uniform Allotment

Effective July 1, 1990, and each July 1 thereafter, employees with permanent status at UW-W who are required to wear uniforms will be eligible to obtain reimbursement for the purchase of approved uniform items as follows:

- A. Employees will present the uniform items which they have purchased, along with paid receipt(s), to the supervisor. The receipt(s) will be retained by the supervisor and submitted to Financial Services with the claim for reimbursement.
- B. The reimbursement amount will be confirmed annually by mutual agreement, based on the CPI (Consumer Price Index) increase or decrease for the First Half (year), as reported by the U.S. Department of Labor, Bureau of Labor Statistics.
- C. Employees may purchase any combination and number of uniform items; they will be reimbursed their costs up to the agreed upon amount regardless of the number of items purchased.
- D. The reimbursement amount for the 2008-2009\* fiscal year is \$96.68 for regular sizes, \$99.42 for tall sizes, and \$103.26 for extra large sizes.

Effective July 1, 1990 and each July 1 thereafter, probationary employees, upon completion of probation, will be eligible for the uniform reimbursement program described above, subject to the following additional rules:

- A. Reimbursement will be at an amount equivalent to three sets of uniforms (3 pants, 3 long sleeve shirts).
- B. Reimbursement eligibility is limited to one reimbursement amount per calendar year as determined by the end of probation date.
- C. The reimbursement amount for the 2008-2009\* fiscal year is \$145.29 for regular sizes, \$148.87 for tall sizes and \$155.18 for extra large sizes.
- D. Employees completing probation must begin wearing uniforms within two weeks of the end of probation.

## 5. Protective Clothing

Protective clothing worn over the prescribed uniform is considered equipment rather than part of the uniform. Such equipment is the property of the University and may not be taken off campus except for laundering.

## 6. Uniform/Work Clothing Maintenance

Each employee is responsible for keeping his/her uniforms laundered, pressed and in good repair. Uniforms which are damaged in the line of duty should be turned in to be replaced in conformity with the provisions of the applicable bargaining contract.

Employees must adhere to generally accepted standards of good grooming, to include keeping work clothing clean, pressed and in good repair. Torn or badly faded work clothing is not acceptable.

7. Implementation and Enforcement

It is the supervisor's responsibility to ensure that the uniform/work clothing agreement is implemented and enforced consistently, and in a manner which will ensure that the personal appearance of both uniformed and non-uniformed employees does not reflect negatively on the University.

Employees who do not conform to this agreement will be considered insubordinate, and will be subject to appropriate disciplinary action.

8. Miscellaneous

At least one type of identification is required, such as an ID badge or sleeve patch. Each unit may determine the type(s) of identification they will use.

Those employees currently receiving uniform supply and laundry service will continue to do so.

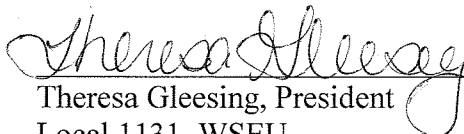
Permanent employees who transfer from a non-uniformed work area to a uniformed work area become eligible for a uniform allowance immediately upon transfer.

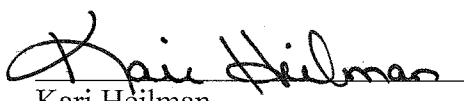
Employees who terminate employment at the University may keep their uniforms, but identification patches must be returned to the supervisor on or before the final day of employment.

This agreement shall remain in effect until amended by mutual agreement.

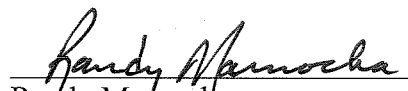
**SIGNED**


**FOR THE UNION**

  
Theresa Gleesing, President  
Local 1131, WSEU  
3-17-09  
Date

  
Kari Heilman  
UW Employee Relations  
1/23/09  
Date

**FOR THE EMPLOYER**

  
Randy Marnocha  
Vice Chancellor for Administrative Affairs  
3/24/09  
Date

  
William C. Widen, Director  
Human Resources & Diversity  
3/11/09  
Date